

	2024 BUDGET	Proposed 2025 BUDGET	Comments
OPERATING INCOME			
Membership contributions & fees:	3 119 753	2 851 726	Based on 85% recovery rate. Include all terminations proposed to TC03
Member States & Associate Members (€19,680)	1 616 706	1 538 976	Estimated 51 MS+41 Associates (Angola, Gabon, Nigeria, Cameroun not included)
Affiliate Industrial Members (€6,730)	959 418	904 512	Estimated 168 affiliate Industrial members
Affiliate members (€3,250)	224 676	218 238	Estimated 79 affiliate members
Contributions in arrear	318 953	190 000	60% of the remaining dues for 2024. The debts prior to 2024 have been written off
Sales of publications, advertising & memorabilia	11 500	15 000	Advertising in the 4 annual E-news + higher sale of memorabilia during GA
Seminars & workshops	22 500	60 000	3 workshops are planned in 2025
Internal tax	0	59 000	Expected implementation date: January 2025 - 5% levied from basic salaries
WWA Secretariat support	80 000	80 000	The WWA Secretariat support is maintained
Voluntary contributions / apprenticeship support	15 000	0	Not planned in 2025
Reversal of amortization, depreciation & provisions	93 000	184 000	Reversal of the pension provision for K€184
Total operating income	3 341 753	3 249 726	-3%
OPERATING EXPENSES			
Personnel costs			
Salaries & consultant fees:	1 090 000	1 185 000	
Employees	1 085 000	1 180 000	Recruitment of a Document Controller + full time Deputy SG + one admin staff
Consultants	5 000	5 000	Consultant in Communication
Taxes & social security charges	655 000	655 000	Possible reduction of certain tax on salaries
Abondements to Staff saving schemes	60 000	53 000	The retirement plan is kept for 17 persons. The other saving plan is stopped.
Other staff costs	42 575	50 000	Recruitment costs, training, transportation, meal voucher scheme, health check...
Grants & allowances:	0	125 000	In accordance with the Staff Rules
Education Grant	0	10 000	
Home leave	0	20 000	
Settle-in and separation indemnity	0	23 000	
Mobility incentive	0	20 000	
Housing allowance	0	52 000	12% of basic salary for eligible staff members
Total personnel costs	1 847 575	2 068 000	+12%
Operating costs			
Running expenses (maintenance, insurance...)	333 700	225 000	-20% due to VAT exemption + 3% due to inflation
Rental of meeting rooms/auditorium	0	20 000	If needed in 2025 to accommodate the technical Committees
Housing	160 000	60 000	Flat for the Secretary-General only (no more flat for other staff members)
Professionnal services:	186 650	210 000	
Auditors & chartered accountant	56 650	60 000	New international accounting standards (15K€) + exemption of VAT + 3% inflation
Legal assistance	100 000	90 000	Transfer of assets and liabilities in early 2025, ILO application...
Translation & other services	20 000	40 000	Resolutions and Reports from the GA
Design, creation of publications, videos...	10 000	20 000	
Building costs (condominium fees, property tax...)	63 278	57 966	Co-ownership fees + building taxes in the current HQ. Impact of inflation
Events:	317 000	390 000	Impact of the GA in Singapore
Regular travel costs - mission abroad	250 000	240 000	Includes Waton Day, seminars, Council and workshops abroad...
Internal meetings (Committees, Council...)	37 000	40 000	
Familiarization package for visits to HQ	20 000	20 000	Incentive for members or non members
IALA Conference/General Assembly	0	80 000	1st General Assembly of the IGO in Singapore in 2025
Industrial Members Committee Fund	10 000	10 000	
Equipment costs (IT, furniture, software...)	81 000	60 000	HQ should remain in the same place in 2025. New invest are planned in 2026
Depreciation and amortization provision	150 000	140 000	
Provisions	196 000	160 000	K€90 for termination indemnity + K€70 for holiday pay
Total operating costs	1 487 628	1 322 966	-11%
Total operating expenses	3 335 203	3 390 966	+2%
FINANCIAL RESULT			
Interest and other financial income	150 000	140 000	Annual interests on bank accounts
Interest and other financial expenses	2 000	2 000	Exchange losses on foreign currency transactions
Total	148 000	138 000	-7%
EXCEPTIONAL RESULT			
Exceptional income	31 589	31 589	Part of the 1M€ subvention transferred to the result every year
Exceptional expenses	15 000	15 000	
Total	16 589	16 589	0%
Income tax	20 000	0	No more income tax as per HQ agreement
Total income	3 523 342	3 421 315	-3%
Total expenses	3 372 203	3 407 966	+1%
Benefit or (loss)	151 139	13 348	